

## CENTRAL INTELLIGENCE AGENCY

## INFORMATION REPORT

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THE SOURCE EVALUATIONS IN THIS REPORT ARE DEFINITIVE.  
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1. Employees of the Central Farmers' Cooperative (Centrala Rolnicza Spoldzielni Samopomocy Chlopskiej - CRS) and Central Fisheries (Central Rybnej) were divided into two categories, the hourly group (Grupa Godzinowa), which included laborers, and the mental workers (Myslowie), which included the white-collar workers.
2. The hourly group was paid twice monthly (on the 5th and 20th of each month). Workers in this category were graded according to training and ability as well as according to their jobs. For instance, one janitor might be in a higher grade and receive higher pay than another janitor with the same duties if he had some skill such as knowing how to repair electric light fixtures. Grading for the hourly group was separate for each kind of job, but the system was similar for all jobs. The classifications of chauffeurs, which follows, is typical of the classifications for all types of work which were paid by the hour.
  - Group 1-A To be in this group, a chauffeur had to have an international driver's license, be qualified to drive any vehicle, from buses to trucks to passenger cars, and be a qualified mechanic. The pay was 2.20 zloty per hour.
  - Group 1 Chauffeurs in this group had to be qualified to drive any type of vehicle and had to be qualified mechanics. They might or might not have an international driver's license. The pay was 1.90 zloty per hour.
  - Group 2 These chauffeurs were qualified to drive trucks or passenger cars but did not have an international driver's license.

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Group 3 Chauffeurs for passenger cars only,

Group 4 Chauffeurs for passenger cars only, probably not so experienced as the chauffeurs in Group 3.

Group 5 Apprentice chauffeurs and mechanics were in this group; they were the lowest paid in the scale.

In addition to the hourly rate, drivers were paid on the basis of tonnage hauled and kilometers covered.

Drivers also collected money for every liter of gasoline not consumed below a norm of gasoline consumption per 100 km. On the other hand, if there was a breakdown or accident which was considered the fault of the driver, a commensurate deduction was made from his wages.

3. The white-collar workers were paid monthly and were divided into 12 pay groups.

the following estimates are approximately correct:

- Group 1 No one in these offices in Opole was assigned to Group 1; so I do not know the pay.
- Group 2 Gross pay was 1,300 zloty; 1,100 net. The directors and chief accountants were in this group.
- Group 3 Gross, 1,100 zloty; 900 net. The inspector of fish was in this group.
- Group 4 Gross pay was 900 zloty; 700 net. The directors of personnel and planning and the trade managers were in this group.
- Group 5 Gross pay was 700 zloty; 600 net. Bookkeepers were in this group.
- Group 6 Gross, 600 zloty; 500 net. Secretaries were in this group.
- Group 7 Gross, 400 zloty; 300 net. This was usually the beginning wage for secretaries and assistant bookkeepers.
- Group 8 Gross, 300 zloty; 270 net. Typists were in this group.
- Group 9 Gross pay was 270 zloty; 240 net. Beginning typists were in this group.
- Group 10 Gross, 240 zloty; 220 net. This was the beginning wage for filing clerks and other unskilled office workers.
- Groups 11 and 12 No one was assigned to these groups in the offices with which I was familiar.

The presidents, vice-presidents, and third members (trzeci członek zarządu) of the CRS and Central Fisheries district and village offices were not included in a group classification. They received a fixed sum of money which was called a Ryczałt; they usually earned about 1,000 zloty per month.

4. In the white-collar pay groups, from Group 1 to Group 7, additional pay called Allowance for Functionary (Dodatek Funkcyjny) was added to the monthly salaries of those employees who were responsible for others in their departments. In a department, for example, there might be several people in Group 5, one of whom was in charge of the rest. This person would be entitled to the Allowance for Functionary. (This person might also have been in some other group than the persons for whom he was responsible.) The monthly

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allowances for persons in Groups 1 and 2 was 120 zloty; persons in Groups 3, 4, and 5 received 94 zloty; and persons in Groups 6 and 7 received 64 zloty.

5. There were various other items of extra pay. All employees usually received a 5% inflation allowance which was supposed to take care of any price increases. This allowance was called the Additional Equalizer (Dodatek Wyrownawczy). Bonuses (Prem) were awarded when a plan was fulfilled. In the white-collar group, all employees except typists were entitled to this bonus, and in the hourly group all employees except those in Group 5 were entitled to it. If a plan was fulfilled 100%, the declared bonus was normally 50% of the base pay for one month. Thus, an individual earning 700 zlotys per month would collect an additional 50% of this or 1,050 zlotys for the month. In addition he might collect an Allowance for Functionary or other additional pay. There was, however, a ceiling for each group; the maximum monthly net earnings for a man in Group 4 was 900 zlotys; for a man in Group 3, 1,100 zloty; the ceiling averaged about 20% above the regular monthly net pay. Any amount earned above the ceiling was converted into compensatory time. It rarely happened, however, that the plan was fulfilled and an individual could collect the maximum amount of earnings. Those who had been given compensatory time were rarely allowed to use it. For the men who had families, or women who supported children, the following allowances were added to their monthly salaries. Allowances were not given for unemployed wives.

49 zloty per month for 1 child up to 14 years old

106 zloty per month for 2 children up to 14 years old

160 zloty per month for 3 children up to 14 years old

For four or five children, [ ] the allowance was still 160 zloty per month. For six children, [ ] the allowance was 209 zloty. The above table applied when there was no financial support from older children or working mothers. [ ]

6. The normal working day in Central Fisheries and Central Farmers' Cooperative was eight hours. All work over eight hours entitled the employee to overtime pay, except for those who were entitled to the Allowance for Functionary. Overtime pay was at the rate of time and one-half for the first two hours; after the first two hours overtime in any one day, the employee received twice his hourly rate. Overtime work was limited by the amount in the Overtime Fund. In Central Fisheries [ ]

[ ] the Fund provided for a yearly overtime pay of 10,000 zloty per employee. This Fund was divided quarterly, setting aside 2,500 zloty for each three months. Special permission had to be obtained from Warsaw if it was necessary to exceed the yearly or quarterly fund for overtime. The policy was that a worker could work 120 hours per year overtime, but in actual fact a worker might have used up this overtime limit in perhaps two months. The 120 hours represented hours for which he would have been paid. The work policies were vague in this respect, and many workers exceeded their 10 hours per month overtime and worked when asked to in excess of the limitations set. Most of them were afraid of being branded as uncooperative if they refused.

7. The following are approximate taxes assessed on gross earnings: a 15% monthly deduction was made for medical and dental [ ] income tax was on a graduated scale; [ ] 11% was deducted monthly from earnings [ ] 1.5% was deducted for the reconstruction of Poland and for schools. [ ] all employees were subject to these taxes.

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